



Modern Slavery Statement:

At The Strata Group, we are committed to conducting business ethically, responsibly and with integrity. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour and all forms of exploitation within our business and throughout our supply chain.

We recognise our responsibility to protect the rights and dignity of all individuals who contribute to the delivery of our services. We expect the same high standards from our employees, contractors, suppliers and business partners.

Our Approach

Strata Group is committed to preventing modern slavery by:

- Operating fair, transparent and lawful employment practices.
- Complying with all relevant employment legislation and labour standards.
- Conducting appropriate due diligence when selecting suppliers and partners.
- Working with suppliers who share our commitment to ethical business practices and respect for human rights.
- Encouraging employees to report any concerns regarding unethical or illegal practices through appropriate reporting channels.
- Taking prompt and appropriate action should any concerns be identified.

Our Supply Chain

As a group of creative communications and events businesses, we work with a broad network of suppliers across the UK and internationally. We seek to build long-term relationships with organisations that demonstrate responsible employment practices and actively oppose modern slavery and human trafficking.

Where appropriate, we assess supplier risk and expect our suppliers to comply with all applicable laws relating to employment, human rights and ethical business conduct.

Our People

We are committed to creating a workplace where everyone is treated fairly, with dignity and respect. We provide employment that is freely chosen, prohibit discrimination, and ensure our recruitment and employment practices comply with UK employment legislation.

Our colleagues are encouraged to raise concerns without fear of retaliation, and we investigate any reports of unethical conduct thoroughly and appropriately.

Continuous Improvement

We recognise that preventing modern slavery requires ongoing vigilance. We continually review our policies, supplier relationships and internal processes to strengthen our approach and ensure we meet our ethical and legal responsibilities.

Strata Group remains committed to promoting transparency, protecting human rights and ensuring that modern slavery has no place within our organisation or supply chain.



Employee Engagement Statement

Our Commitment to Employee Engagement

At The Strata Group, we believe that our people are fundamental to our success. We are committed to creating an environment where every employee feels valued, listened to and empowered to contribute to the continued growth of our business.

Open communication, transparency and meaningful consultation are central to our culture. We recognise that the best ideas often come from the people closest to our clients and operations, and we actively encourage colleagues to share their views, challenge existing ways of working and help shape the future of the Group.

Listening to Our People

We have established a number of channels through which employees can provide feedback, raise ideas and influence business decisions. These include regular one-to-one meetings, team briefings, leadership updates, employee forums and events and company-wide communications.

A key part of our employee engagement strategy is our use of the **Employee Net Promoter Score (eNPS)** survey through the **Breathe HR** platform. This provides every employee with the opportunity to anonymously share their views on their experience of working at The Strata Group, including their levels of engagement, wellbeing, leadership confidence and overall satisfaction.

The eNPS process enables us to:

- Measure employee engagement consistently across the Group.
- Gather honest, anonymous feedback from our workforce.
- Identify strengths and areas for improvement.
- Monitor trends over time.
- Develop targeted action plans in response to employee feedback.
- Measure the impact of improvements made following consultation.

Acting on Feedback

Collecting feedback is only valuable if it leads to action. We are committed to reviewing the results of our engagement surveys, sharing key themes with our people and implementing meaningful improvements wherever possible.

Feedback gathered through Breathe HR, alongside other consultation methods, informs decisions relating to employee wellbeing, leadership development, communication, reward, workplace practices and organisational culture.

Building a Culture of Continuous Improvement

Employee engagement is an ongoing conversation rather than a single event. We are committed to maintaining an open and inclusive culture where every colleague has the opportunity to influence positive change.

By listening, responding and continually improving, we aim to create a workplace where people feel respected, supported and proud to be part of The Strata Group.

